



Pathways Taskforce

September 30, 2014

**Indiana Government Center South
Conference Room 12
302 W. Washington Street
Indianapolis, IN 46204**

MEETING MINUTES

Members Present: Mike Barnes, Jennifer Berry (for SPI Glenda Ritz) Betsy Delgado, Lt. Governor Sue Ellspermann, Matt Fleck, JR Gaylor, Marie Mackintosh, Amy Marsh, Calvin Thomas, Lynne Weisenbach, Peggy Wild (for SPI Glenda Ritz)

Staff Present: Nate Klinck

Members Not Present: Sarah Ancel, Rep. Christina Hale, Gary Hobbs, Dan Waldrop

I. Welcome and Call to Order

Lt. Governor Ellspermann called the meeting to order at 9:05am, welcomed members and established that a quorum was present.

II. Review and Approval of August 18th Meeting Minutes

Taskforce members reviewed the minutes from the August 18th meeting. Following review, Ms. Marsh motioned approval; Mr. Fleck seconded. Motion passed.

III. Guided Discussion of Career Pathways Opportunities and Resources

Marie Mackintosh, Director of Works Councils and Director of Adult Education, led the taskforce on a guided discussion of opportunities that exist for aligning the resources within Indiana towards providing clear career pathways for Indiana's students and workers. Ms. Mackintosh reminded the taskforce of the Career Council's goal of ensuring that 60 percent of its workforce have the post-secondary knowledge, skills, and credentials demanded by Indiana's economy. She followed this up by sharing data that indicates that as of 2010, over 950,000 individuals in the state did not possess the skills needed to be successful within the workforce, and indicated that the state needs to focus beyond K-12 into the adult populations that are not adequately prepared to meet the needs of the advancing economy.

Ms. Mackintosh highlighted the definition of career pathways developed by the US Department of Education, and provided credit to the Indiana Department of Education for developing a good starting point for career pathways with their Career Clusters System. Ms. Mackintosh also shared the approach that Indiana's adult education system has taken in career pathways by highlighting the

framework for the WorkINDiana Career Certifications programs. Mr. Fleck mentioned that the Commission for Higher Education has also taken firm steps into career pathways programming by developing and implementing its Guided Pathways to Success program.

Ms. Mackintosh shared the key components for developing a career pathways system. These components included building interagency partnerships, identifying sectors and engaging employers, providing education and training programs, identifying funding needs and resources, aligning policies and programs, measuring system change and evaluating performance, and public relations and ongoing communications. She then shared promising practices and opportunities within each of these components, based upon the work of the Career Councils, the Works Councils, and other key system partners.

Ms. Mackintosh also shared some information on the work that Futureworks is conducting on behalf of the Works Councils in analyzing the supply and demand for skilled workforce at the occupational level throughout Indiana's workforce regions.

Throughout the discussion, taskforce members asked a number of questions regarding the career clusters that are most in-demand throughout the State. Ms. Delgado asked what education and training is being provided around the clusters and at what locations. Ms. Marsh asked what the availability of on-line courses linked to the career clusters was, and Mr. Klinck asked what credentials are offered that are aligned with the needs of the clusters. The taskforce agreed that they would like the opportunity to go deeper with the Career Clusters and the results of the supply and demand analysis. Mr. Klinck and Ms. Mackintosh agreed that this would be the focus of a future meeting of the taskforce.

The taskforce also discussed the need to ensure focus is not only upon the K-12 students and pathways for them, but that there must be clear opportunities for adults to enter into meaningful pathways and receive the support that they need to increase their educational attainment. One example that was provided was the opportunities provided to students at the Goodwill Excel centers, where students are provided with the opportunity to earn their HS Diploma and workforce credential, while being provided with barrier-busting wraparound services. Ms. Mackintosh also shared that this is the direction that Adult Education is heading; that is no longer enough for students to obtain their HS Diploma or equivalent.

Ms. Mackintosh closed by sharing that the next steps that the taskforce could take in helping the development of career pathways systems are:

- Shared vision/strategy development and communication;
- Metrics development in collaboration with INK contributors; and
- Developing materials on certain pathways to make options more transparent.

Taskforce members agreed to assist in the completion of those steps, and will focus future meetings and work around those steps.

IV. Next Steps

Following discussion around career pathways, the taskforce the next steps they would like to take. They agreed at the next meeting, they would like to discuss updates on work-and-learn models and the return-to-complete programs, with particular focus given to any planned expansions for the current programs and whether there is anything legislative that the Career Council can support in the

upcoming session of the General Assembly. They also reiterated the desire to see the career clusters and supply and demand analysis at a future meeting.

V. Adjournment

Lt. Governor Ellspermann adjourned the meeting at 10:35am.